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Human resources management

Employment of retirees

Report of the Secretary-General

I. Introduction

1. By paragraph (f) of its decision 51/408 of 4 November 1996, the General Assembly requested the Secretary-General to report to it every two years on all aspects of the use of retired personnel, including possible revision of the ceiling on annual earnings, and providing information concerning retirees recruited on a short-term basis in all categories and at all levels as well as under special service agreements. The first report was requested, exceptionally, to cover the period from 1 January 1995 to 31 December 1997 and to be transmitted through the Advisory Committee on Administrative and Budgetary Questions to the Assembly at its fifty-third session.

2. By paragraph (h) of the same decision, the General Assembly requested the Office of Internal Oversight Services to audit the compliance of recruitment of retirees in the Secretariat with the provisions of the decision and to report thereon to the Assembly at its fifty-third session.

3. The present report is submitted in accordance with the above-mentioned decision of the Assembly and takes into account the findings of the Office of Internal Oversight Services, as well as the views of the Advisory Committee on Administrative and Budgetary Questions, as contained in its report to the Assembly at its fifty-first session (A/51/475). Tabular data for the period from 1 January 1996 to 31 December 1997 are contained in the annex to the present report. Comparable data for the period from 1 January 1995 to 31 December 1995 will be issued in a conference room paper.

II. General policy

Definition

4. For the purposes of the present report, the term "retiree" has been defined as a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund. The definition includes all staff aged 60 or older with a permanent appointment (or for staff joining the Organization after 1 January 1990, aged 62), who separated under the administrative action of retirement. It also includes all other staff of 55 years of age or older, most of whom held fixed-term appointments, who qualified for and are in receipt of a pension benefit, even if they separated under the administrative actions of expiry of contract or early retirement. The definition excludes former staff members who are not in receipt of a pension benefit from the UNJSPF, for example, staff members who opted for withdrawal of their benefit. It excludes individuals who were not staff members prior to age 60 and were over 60 years of age at the time of engagement. It also excludes staff who, having exceeded the mandatory age of retirement, continue to work under an extension of appointment or upon

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reappointment and who continue to contribute to the Pension Fund.

Databases

5. In its consideration of the report of the Secretary-General submitted to the General Assembly at its fifty-first session (A/C.5/51/2), the Advisory Committee on Administrative and Budgetary Questions noted the key role of the Integrated Management Information System (IMIS), biannual submissions by programme managers at overseas duty stations of comprehensive reports on their use of retirees, and close cooperation with the Pension Fund, as mechanisms to make possible better monitoring and control of the employment of retirees. Detailed information for 1993 and 1994 on the use of retirees was submitted to the General Assembly at its forty-ninth session in a conference room paper. By decision 51/408, the Assembly endorsed the recommendation of the Advisory Committee that this information be updated.

6. The tables in the annex to the present report reflect the new capabilities offered by IMIS. The formats of the previous submission have been expanded and updated for 1996 and 1997. The tables are based on data derived from a primary source and two supplementary sources. The primary source is the worldwide database on appointments in the IMIS integrated personnel payroll system. The supplementary sources are the Pension Fund database and biannual reports from offices away from Headquarters. Data for 1995 on a comparable basis have been the subject of a backfilling exercise in IMIS, in comparison with a series of ad hoc data sets maintained at that time by individual offices. Data for 1995 will be issued as soon as it has been cross-checked with the database of the Pension Fund.

Guidelines

7. The general policy governing the employment of retirees in the United Nations Secretariat is that, normally, staff will not be appointed beyond the mandatory retirement age (60 for staff appointed prior to 1 January 1990, 62 for staff appointed after that date). Under exceptional and limited circumstances, however, in the best interests of meeting the operational needs of the Organization and when no other suitable candidates are available, retirees may be employed on a temporary basis:

(a) For specific service with a United Nations field mission, under the 100 or 300 series of the Staff Rules;

(b) For service as technical assistance project personnel, under the 200 series of the Staff Rules;

(c) For conference and other short-term service, under the 300 series of the Staff Rules;

(d) As Consultants through such contractual arrangements as special service agreements;

(e) As individual contractors through contractual arrangements (also special service agreements).

8. No staff member may be appointed within three months of retirement at or after the mandatory retirement age, unless approved by the Office of Human Resources Management as an exception to the general policy. In all cases, retirees who are in receipt of a monthly pension benefit are limited to six months' employment per calendar year. Retired staff who are re-engaged beyond six months must participate in the Pension Fund under the same conditions as staff who have not yet reached the age of retirement.

9. Within the general policy on the employment of retirees, the following specific guidelines are applicable at the level of the department or office which is responsible for administration of contracts:

(a) The relevant resolutions and decisions of the General Assembly on the employment of retirees are to be fully respected;

(b) The regulations of the United Nations Joint Staff Pension Fund are to be fully respected and applied;

(c) The resort to external support shall not adversely impact on the development and legitimate career aspirations of serving staff;

(d) There are no qualified and available non-retiree sources of external personnel to perform the required functions;

(e) Employment of a retiree represents both a cost-effective and operationally sound solution to meeting the needs of the service.

10. At its fifty-first session, the General Assembly set a ceiling across the board of $22,000 per calendar year for the employment of retired staff members in receipt of a pension benefit from the Pension Fund, with the exception of language services staff, for whom the ceiling is $40,000 per calendar year. Employment in all cases is limited to no more than six months per calendar year. The limits apply to the gross amount of the fee for service indicated in a special service agreement and to the gross amount of salary, less staff assessment, for retired staff who receive a letter of

appointment. Amounts unrelated to compensation for services rendered, such as travel costs, daily subsistence allowance and other per diem payments, are not included in the ceiling limits.

11. No former staff member in receipt of a pension benefit may be re-employed at a level higher than that at which he or she separated from the Organization. He or she may not be remunerated at a level higher than that at which regular staff members are remunerated for the same function at the same duty station.

12. In employing retirees, the Secretary-General continues to seek geographical balance in accordance with Article 101 of the Charter of the United Nations, as well as gender balance.[1] All retirees must be medically cleared before re-employment.[2]

13. An information circular setting out the modalities of application of General Assembly decision 51/408 on the employment of retirees was circulated to all staff (ST/IC/1997/62 of 19 September 1997). A revised administrative instruction, to replace the most recent on the subject (ST/AI/213/Rev.1 of 18 July 1984), is in the final stages of clearance and will be issued by the end of 1998.

14. With regard to the application of the regulations of the Pension Fund, the Pension Board, at its forty-eighth session, agreed to report to the General Assembly that it would be neither necessary nor appropriate to pursue a revision of article 40 (a) of the Fund's Regulations at the present time. The Board considered that controls on the re-employment of retirees should be dealt with through the personnel policies of individual member organizations, as was done by the General Assembly in respect of the United Nations Secretariat.[3]

15. As elaborated in the report of the Secretary-General to the Assembly at its fifty-first session and noted by the Advisory Committee on Administrative and Budgetary Questions at that time, a need for employment of retirees continues to exist throughout the Secretariat in order to support managers in programme delivery. The Secretariat has continued to face a demand for temporary support staff during peak periods in areas subject to sharp and often unpredictable workload fluctuations, notably in language services. Such conditions have also been experienced in the establishment of special missions, for which essential start-up staffing must be in place immediately upon the approval of such operations by the relevant bodies. Under these circumstances, the Secretariat has found it necessary to supplement its established staffing resources, on an exceptional and short-term basis, with the expert services of retirees. Such personnel are often available immediately, and for employment outside their countries of nationality or residence.

Monitoring

16. The General Assembly, in its decision 51/408, endorsed the recommendations and observations of the Advisory Committee on Administrative and Budgetary Questions, as contained in its report (A/51/475). The Advisory Committee emphasized that the use of retirees should take place under strict monitoring and control by the Office of Human Resources Management in order to ensure that the above-mentioned guidelines were followed. A number of weaknesses remain in the automated databases available for monitoring and control purposes. Firstly, IMIS has not yet been implemented on a global basis, and the submission of data from offices away from Headquarters at times does not conform to common formats, thereby necessitating extra work in order to provide standard or common format reports. Second, a direct cross-checking programme from IMIS with the records of the Pension Fund has yet to be developed. Third, no automatic warning flag for earnings or duration of contract limits is in place for former staff members who may be re-employed as retirees. It is envisaged, however, that all three elements will become available early in 1999, as system enhancements.

17. At the same time, with releases 1 and 2 of IMIS, more comprehensive and standard format data have become available. The central mechanism of control by the Office of Human Resources Management is that exceptions to the policy enunciated above remain with the Assistant Secretary-General. The present report establishes a monitoring baseline for the biennium 1996–1997 (with 1995 data to be added). As part of the delegation of responsibilities to line managers, the primary responsibility for applying the guidelines to decisions on the employment of retirees rests with individual departments or offices which are accountable for those decisions. It is the intention of the Office of Human Resources Management, as part of its monitoring and control function, to institute a system of spot-check reviews to ensure compliance with both the policy and the guidelines for the employment of retirees.

III. Ceiling on annual earnings

18. The General Assembly, by paragraph (f) of its decision 51/408, *inter alia*, requested the Secretary-General to report on the possible revision of the ceiling on annual earnings for

retirees. Overall, there is no evidence that the ceilings established in 1996 have posed operational difficulties for the Secretariat. Moreover, the General Assembly has not recommended an increase in the salaries of staff in the Professional and higher categories since 1996. Therefore, the Secretary-General is of the view that the current ceilings remain appropriate.

19. The Secretary-General will continue to monitor the impact of the salary ceilings on the delivery of services, particularly in respect of language services. In that respect, attention has been drawn to the fact that the services of retired translators are often required both as temporary staff during peak workload periods and as individual contractors working at home at other times during the year. As a result, some of them have already reached the annual salary ceiling of US$ 40,000 even before the beginning of the session of the General Assembly when the demand for translation services is at its peak. The Secretary-General will report on such situations and, if necessary, will make recommendations to the General Assembly at its fifty-fifth session.

20. With the reduction of funding for the recruitment of temporary assistance language staff in the 1996–1997 and 1998–1999 bienniums, there has been pressure to recruit less costly local freelance staff and avoid payment of travel expenses and daily subsistence allowances. Given the high proportion of retirees among temporary language staff, the ceiling of $40,000 on the annual earnings for that category has been an added incentive to follow such a policy. Thus, over the period 1995–1997, the proportion of retirees employed on a non-local basis has declined from 47 per cent of all retiree language staff in 1995 to 31 per cent in 1997. There are limitations to such a policy, however, as the contribution from former translators and interpreters who have retired in their home countries continues to be essential, in terms of the quality of their services, their familiarity with the work requirements and the overall capacity required at times of peak workload.

IV. Statistical data: observations and summary analysis

21. The statistical data in the annex to the present report show that 487 separate engagements and reappointments for 328 retirees took place during the biennium 1996–1997. Of this total, 56 per cent were for retirees in the Professional and Higher categories and 17 per cent in the Field Service and General Service categories. Just over 25 per cent of engagements of retirees were by the modality of a special service agreement, covering both consultants and individual contractors. Fifty-seven per cent of engagements were on a short-term basis. Table 1 shows the use of retirees by type of engagement and table 2, a breakdown by category of engagement.

22. As indicated in table 3 of the annex, within the breakdown of the use of retirees by department or office, language services in the Office of Central Support Services, Department of Administration and Management, accounted for 133 engagements over the biennium (34 per cent of the total) and $3.4 million. The United Nations Office at Geneva accounted for 66 engagements (17 per cent of the total) and $1 million; the Economic Commission for Latin America and the Caribbean accounted for 32 engagements (8 per cent of the total) and $0.5 million. Looking at the use of retirees by nationality and gender (see table 4), 61 engagements were by nationals of the United States of America (19 per cent), 44 by nationals of France (13 per cent), 30 by nationals of the United Kingdom of Great Britain and Northern Ireland (9 per cent) and 24 by nationals of Egypt (7 per cent). Nationals of 57 countries were engaged as retirees, but 10 countries accounted for 75 per cent of all engagements. Thirty-eight per cent of the retirees engaged were female.

23. Three main groups of functions carried out by retirees can be distinguished (see table 5). Fifty-seven per cent of engagements were for language services, in particular for revisers. Twenty per cent of engagements were for administrative functions and 16 per cent for political, economic, social, environmental, humanitarian, advisory and technical assistance functions.

24. The largest percentage of retirees engaged in the biennium was in the group aged 60 to 65 years (54 per cent), as set out in table 6. A further 28 per cent were in the group aged 65 to 70 years.

25. Data for 1996 and 1997 on the use of retirees by department or office and by engagement are provided in tables 7 and 8.

26. The total cost of fees and salaries for the use of retirees in the biennium 1996–1997 was $8.6 million, of which language services accounted for $5.1 million, or 60 per cent. As indicated above, a number of retirees so engaged had reached the earnings ceiling of $40,000 for 1998 prior to the opening of the regular session of the General Assembly. More than one third of contractual translators who work on a self-revision basis are retirees and some 17 per cent of the total translation workload is processed contractually. It may be noted that this situation results, in part, from the implementation of recommendations made by the Office of Internal Oversight Services in its 1995 audit of contractual

translation, namely, that such translation should replace temporary assistance, with a view to achieving savings. The data in the annex to the present report reflect the continuing need for the use of retirees in language services and other areas, given existing staffing levels and fluctuations in workload.

Notes

[1] See General Assembly decision 51/408, paragraph (d).

[2] Ibid., paragraph (e).

[3] *Official Records of the General Assembly, Fifty-third Session, Supplement No. 9* (A/53/9), para. 360.

Annex

Statistical tables: use of retirees, 1996–1997

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Explanatory notes

All data on the number of days of service in the tables have been rounded to the nearest 10 days. All data on fees and salaries have been rounded to the nearest thousand United States dollars.

The baseline used in the report is 328 individual retirees employed over the biennium, for a total of 487 engagements and a total of 42,790 days of service, at a cost of US$ 8.581 million.

The database records the number of individuals engaged in each year of the reporting period. Differences in the number of persons engaged which appear in the totals of the tables are the result of the variable count of the engagements against different parameters. For instance, the number of 381 persons engaged in table 5 is higher than the number of persons engaged for the baseline of 328 because a number of retirees have been engaged for more than one activity over the biennium. Similarly, the number of engagements by department may exceed the baseline because some retirees have been employed in more than one department during the reporting period. Counts by nationality and by age group are closest to the baseline, since the recording of retirees under different nationalities or in different age groups is not likely to occur.

Statistical data for 1995 on a comparable basis will be issued in a conference room paper.

The following abbreviations have been used in the tables:

DDSMS	Department for Development Support and Management Services
DESA	Department of Economic and Social Affairs
DESIPA	Department for Economic and Social Information and Policy Analysis
DGAACS	Department of General Assembly Affairs and Conference Services
DM	Department of Management
DM/OCSS	Office of Central Support Services
DM/OHRM	Office of Human Resources Management
DM/OPPBA	Office of Programme Planning, Budget and Accounts
DPA	Department of Political Affairs
DPCSD	Department for Policy Coordination and Sustainable Development
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Special missions
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
HC/CHR	Office of the United Nations High Commissioner for Human Rights/Centre for Human Rights
ICSC	Secretariat of the International Civil Service Commission
ICTR	International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994
INSTRAW	International Research and Training Institute for the Advancement of Women
ITC	International Trade Centre UNCTAD/World Trade Organization
LD	Limited duration
OCHA	Office for the Coordination of Humanitarian Affairs
OLA	Office of Legal Affairs
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change

UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOV	United Nations Office at Vienna

TABLE 1. USE OF RETIREES BY TYPE OF ENGAGEMENT, 1996, 1997 AND BIENNIUM 1996-1997 [a]

Type of Engagement	Number of persons engaged			Total of days worked			Total fees or salaries ($000)		
	1996	1997	1996–1997	1996	1997	1996–1997	1996	1997	1996–1997
Short-term appointment	113	179	213	7,740	12,890	20,630	1,615	2,806	4,421
"When actually employed" appointment	24	22	39	2,100	3,490	5,590	623	944	1,568
Fixed-term appointment	14	15	27	2,760	2,790	5,550	760	704	1,464
Special Service Agreement (SSA) for consultant	28	48	61	2,460	5,260	7,720	245	567	812
SSA for individual contractor	16	26	32	1,120	1,870	2,990	82	158	239
Limited duration appointment	2	0	2	310	0	310	77	-	77
TOTAL	197	290	**374**	**16,490**	**26,300**	**42,790**	**3,402**	**5,178**	**8,581**

[a] The total for the number of persons engaged for the biennium (374) is less than the sum of the totals for 1996 and 1997 (487) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (374) and the baseline of 328 retirees results from the fact that 46 persons had multiple engagements.

TABLE 2. USE OF RETIREES, BY CATEGORY OF ENGAGEMENT, 1996, 1997 AND BIENNIUM 1996-1997 [a]

Category of Engagement	Number of persons engaged			Total of days worked			Total fees or salaries ($000)		
	1996	1997	1996–1997	1996	1997	1996–1997	1996	1997	1996–1997
Professional and Higher categories	116	153	196	10,060	14,400	24,460	2,637	3,732	6,369
Special Service Agreement (SSA)	43	72	90	3,580	7,130	10,710	326	725	1,051
Field Service and General Service category	28	50	59	2,200	3,960	6,160	220	454	675
Assistant and Under-Secretaries General	2	4	5	660	810	1,460	219	267	485
TOTAL	189	279	**350**	**16,490**	**25,490**	**42,790**	**3,402**	**5,178**	**8,581**

[a] The total for the number of persons engaged for the biennium (350) is less than the sum of the totals for 1996 and 1997 (468) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (350) and the baseline of 328 retirees results from the fact that 22 persons were engaged in more than one category.

TABLE 3. USE OF RETIREES, BY DEPARTMENT OR OFFICE, 1996, 1997 AND BIENNIUM 1996-1997 [a]

Department/Office	Number of persons engaged			Total of days worked			Total fees or salaries ($000)		
	1996	1997	1996–1997	1996	1997	1996–1997	1996	1997	1996–1997
DM/OCSS	[illegible]	[illegible]	133	7,340	7,790	15,130	1,689	1,749	3,438
UNOG	[illegible]	[illegible]	66	550	4,310	4,860	30	953	983
DGAACS	[illegible]	[illegible]	34	0	2,220	2,220	-	521	521
ECLAC	[illegible]	[illegible]	32	1,770	1,700	3,470	252	212	464
EOSG	[illegible]	[illegible]	3	470	550	1,020	151	176	328
DPKO/FALD	[illegible]	[illegible]	5	860	180	1,040	230	66	297
DDSMS	[illegible]	[illegible]	3	380	430	810	118	121	239
ECE	[illegible]	[illegible]	5	460	410	870	131	91	222
DPI	[illegible]	[illegible]	8	510	590	1,100	97	100	196
UNOV	[illegible]	[illegible]	13	720	460	1,180	105	60	165
UNCTAD	[illegible]	[illegible]	9	270	830	1,100	44	120	164
ITC	[illegible]	[illegible]	4	30	630	660	4	144	149
OCHA	[illegible]	[illegible]	6	230	390	620	78	71	148
ESCAP	[illegible]	[illegible]	10	80	960	1,040	7	139	146
DM	[illegible]	[illegible]	10	470	1,620	2,090	16	128	144
DM/OPPBA	[illegible]	[illegible]	7	180	720	900	20	104	124
DM/OHRM	[illegible]	[illegible]	5	320	330	650	57	65	122
DPCSD	[illegible]	[illegible]	6	290	470	760	33	68	101
OLA	[illegible]	[illegible]	2	40	390	430	4	95	100
ICSC	[illegible]	[illegible]	1	200	0	200	66	-	66
UNEP	[illegible]	[illegible]	1	290	0	290	65	-	65
HC/CHR	[illegible]	[illegible]	2	210	50	260	47	13	60
ECA	[illegible]	[illegible]	3	200	20	220	51	5	56
ESCWA	[illegible]	[illegible]	2	190	290	480	16	31	47
UNJSPF	[illegible]	[illegible]	1	110	80	190	24	19	44
DESIPA	[illegible]	[illegible]	4	0	360	360	-	44	44
ICTR	[illegible]	[illegible]	2	90	210	300	23	6	29
UNFCCC	[illegible]	[illegible]	2	30	30	60	9	18	27
UNCHS	[illegible]	[illegible]	1	0	80	80	-	24	24
DPKO	[illegible]	[illegible]	1	0	180	180	-	22	22

Department/Office	Number of persons engaged			Total of days worked			Total fees or salaries ($000)		
	1996	1997	1996–1997	1996	1997	1996–1997	1996	1997	1996–1997
DESA	1	2	2	60	50	110	9	12	21
INSTRAW	1	0	1	50	0	50	13	-	13
DPA	1	0	1	100	0	100	11	-	11
TOTAL	189	304	385	**16,490**	**26,300**	**42,790**	**3,402**	**5,178**	**8,581**

[a] The total for the number of persons engaged for the biennium (385) is less than the sum of the totals for 1996 and 1997 (493) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (385) and the baseline of 328 retirees results from the engagement of 57 retirees by more than one department or office during the biennium.

TABLE 4. USE OF RETIREES, BY NATIONALITY AND GENDER, BIENNIUM 1996-1997

Nationality	*Number of persons engaged*	*Percent female*	*Total of days worked*	*Total fees or salaries ($000)*
United States of America	61	34%	8,630	1,492
France	44	68%	5,720	1,212
Egypt	24	29%	3,120	813
United Kingdom	30	37%	3,380	780
Argentina	12	25%	2,220	480
Chile	23	52%	2,750	382
China	11	36%	1,350	358
India	9	33%	1,490	324
Spain	18	17%	1,470	309
Iran	1	0%	650	218
Mexico	4	25%	790	203
Israel	3	67%	770	187
Switzerland	6	33%	660	159
Canada	5	60%	870	141
Colombia	6	50%	820	118
Iraq	1	0%	370	117
Iran (Islamic Republic of)	2	0%	340	99
Syrian Arab Republic	6	17%	400	94
Peru	4	25%	340	77
Guyana	1	0%	630	67
Jordan	2	0%	560	65
Ireland	5	40%	210	61
Germany	2	50%	340	61
Ecuador	1	0%	180	59
Indonesia	1	0%	180	49
Benin	1	0%	190	47
Sri Lanka	5	20%	470	45
Belgium	3	33%	220	45
Mauritius	1	0%	180	44
Jamaica	1	100%	150	41
Uruguay	3	33%	180	40
Ethiopia	2	0%	180	33
Chad	1	0%	130	33
Japan	1	0%	420	32
Czech Republic	1	0%	150	28
Denmark	1	0%	110	26
Russian Federation	2	50%	90	23
Thailand	2	50%	250	22
Hungary	1	0%	130	18
Sudan	2	0%	70	17
Philippines	2	50%	200	15
Republic of Korea	1	100%	90	15
Poland	2	100%	130	14
Cuba	1	0%	60	13
Algeria	1	0%	50	13
Cyprus	1	0%	360	12
Nepal	1	0%	100	12
Panama	1	0%	100	11
Greece	1	100%	60	11

Nationality	*Number of persons engaged*	*Percent female*	*Total of days worked*	*Total fees or salaries ($000)*
Stateless	1	0%	40	11
Netherlands	1	100%	50	9
New Zealand	1	0%	40	9
Australia	1	0%	10	7
Uganda	1	0%	210	6
Bolivia	1	0%	60	6
Sweden	1	0%	30	0
Turkey	1	100%	60	0
TOTAL	**328**	**38%**	**42,790**	**8,581**

TABLE 5. USE OF RETIREES, BY FUNCTION, BIENNIUM 1996-1997 [a]

	Function	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Language Related Services	Conference Clerk	1	80	13
	Documents Clerk	2	180	19
	Editor	15	1,990	323
	Editorial Assistant	4	290	27
	Editorial Clerk	15	2,090	178
	Information Officer	5	450	110
	Interpreter	30	2,940	829
	Language Reference	2	280	30
	Language Reference Clerk	2	160	18
	Meeting Services Assistant	2	130	16
	Meeting Services Clerk	1	50	8
	Other	3	100	18
	Press Officer	1	150	31
	Proofreader	3	170	17
	Reviser	90	9,280	2,559
	Terminologist	1	20	5
	Text Processing Clerk	3	140	23
	Translator	22	1,700	381
	Verbatim Reporter	14	2,150	510
	SUBTOTAL	**216**	**22,350**	**5,115**
Political, Economic, Social, Environmental, Humanitarian, Advisory and Technical Assistance Services	Adviser	11	2,190	319
	Assistant Secretary-General	1	180	67
	Economic Affairs Officer	1	60	15
	Economics, Development Planner	1	370	115
	Editor	1	30	6
	Energy Advisor	1	180	49
	Expert	3	300	77
	Humanitarian Affairs Officer	1	250	50
	Legal Advisor	1	120	11
	Legal Expert	1	50	6
	Legal Officer	1	30	16
	Other	26	2,580	281
	Political Affairs Officer	1	130	33
	Regional Advisor	1	90	25
	Research Officer	1	280	75
	Researcher	2	180	36
	Social Affairs Officer	1	20	3
	Special Advisor	3	1,020	328
	Special Representative	2	550	175
	SUBTOTAL	**60**	**8,610**	**1,687**

	Function	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Administrative Services	Accounting Assistant	4	540	60
	Accounting Clerk	2	170	19
	Administrative Clerk	1	60	11
	Administrative Officer	5	640	152
	Adviser	1	40	7
	Assembly and Binding Equipment Operator	3	380	45
	Budget Assistant	1	50	8
	Chief	1	20	4
	Clerk	6	780	44
	Clerk-Reader	2	190	21
	Clerk-Typist	1	20	2
	Deputy Director	1	180	57
	Distribution Assistant	1	10	1
	Documents Clerk	1	190	21
	Economic Affairs Officer	2	130	29
	Economist	1	180	48
	Examinations Assistant	2	210	7
	Finance Assistant	1	30	4
	Finance Officer	2	360	90
	Financial Advisor	2	730	24
	Financial Assistant	1	450	22
	Human Resources Officer	3	530	106
	Legal Adviser	1	180	54
	Nurse	2	120	16
	Officer-in-Charge	1	90	23
	Other	19	1,340	110
	Personnel Officer	2	240	62
	Printing Press Operator	3	370	44
	Programme Assistant	1	30	3
	Programme Officer	1	50	13
	Recruitment Officer	2	80	18
	Repairman	1	90	11
	Second Officer	1	180	37
	Secretary	12	760	107
	Security Officer	1	30	4
	Telephone Operator	1	100	11
	Travel Assistant	1	160	27
	SUBTOTAL	**76**	**9,710**	**1,370**
Other Services	Director	1	280	90
	Executive Director	1	80	24
	Other	27	1,780	345
	SUBTOTAL	**29**	**2,140**	**523**
	GRAND TOTAL	**381**	**42,790**	**8,581**

[a] *The total for the number of persons engaged for the biennium (381) differs from the baseline of 328 retirees because 53 persons were engaged for more than one function.*

TABLE 6. USE OF RETIREES, BY AGE GROUP, BIENNIUM 1996-1997 [a]

Age Group	Number of persons engaged	Total of days worked	Total fees or salaries ($000)
55 to 60	3	70	14
60 to 65	192	23,700	4,895
65 to 70	99	12,630	2,585
70 to 75	39	3,940	715
75 to 80	10	880	165
Over 80	3	400	40
Age not available	7	1,160	166
TOTAL	**353**	**42,790**	**8,581**

[a] *The total for the number of persons engaged for the biennium (353) differs from the baseline of 328 retirees because 25 persons engaged moved from one age group to another during the biennium*

TABLE 7. USE OF RETIREES BY DEPARTMENT OR OFFICE AND BY ENGAGEMENT, 1996[a]

Nationality	Gender	Effective Date	Expiry Date	Engagemt. Type	Functional Title	Pay or Grade
Department/Office: **DDSMS**		Number of engagements:	**3**	Number of retirees :	**2**	
Israel	M	01/07/1996	30/06/1997	Fixed-term	Economics, Dev. Planning	L-6
United States of America	M	01/05/1996	08/05/1996	Consultant	Reviser	$1,500
United States of America	M	25/11/1996	29/11/1996	Consultant	Editor	$1,500
Department/Office: **DESA**		Number of engagements:	**1**	Number of retirees :	**1**	
Spain	M	11/11/1996	31/01/1997	Consultant	Other	$9,000
Department/Office: **DM**		Number of engagements:	**7**	Number of retirees :	**4**	
Spain	M	15/03/1996	31/05/1996	Ind.Contractor	Other	$1,500
Spain	M	03/06/1996	19/07/1996	Ind.Contractor	Other	$577
Spain	M	03/06/1996	19/07/1996	Ind.Contractor	Other	$2,928
Spain	M	03/06/1996	19/07/1996	Ind.Contractor	Other	$4,675
United States of America	M	07/03/1996	07/07/1996	Consultant	Examinations assistant	$1,500
United States of America	M	15/03/1996	15/07/1996	Ind.Contractor	Other	$1,500
United States of America	F	01/10/1996	31/10/1996	Short-term	Secretary	G-4
Department/Office: **DM/OCSS**		Number of engagements:	**122**	Number of retirees :	**99**	
Argentina	M	02/03/1996	30/08/1996	Short-term	Reviser	R-3
Argentina	M	04/03/1996	03/05/1996	Short-term	Reviser	R-3
Argentina	F	01/04/1996	13/09/1996	When act.em	Interpreter	I-1
Argentina	M	29/05/1996	30/05/1996	Short-term	Interpreter	I-1
Argentina	F	15/09/1996	30/10/1996	Short-term	Reviser	R-3
Belgium	M	28/01/1996	08/04/1996	Short-term	Reviser	R-3
Belgium	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Canada	F	22/04/1996	21/07/1996	Short-term	Editorial Assistant	CTC
Canada	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Canada	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Chile	F	10/08/1996	30/10/1996	Short-term	Translator	R-3
China	F	06/05/1996	30/09/1996	Short-term	Reviser	R-3
China	F	08/08/1996	13/09/1996	When act.em	Verbatim Reporter	T-4
China	M	12/08/1996	30/10/1996	Short-term	Reviser	R-3
China	M	12/08/1996	30/10/1996	Short-term	Reviser	R-3
China	F	24/09/1996	30/10/1996	Short-term	Verbatim Reporter	T-4
China	M	07/10/1996	30/10/1996	Short-term	Reviser	R-3
Colombia	M	26/02/1996	25/08/1996	When act.em	Interpreter	I-1
Colombia	M	23/09/1996	20/12/1996	Short-term	Clerk	G-4
Colombia	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Colombia	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Cuba	M	15/01/1996	14/02/1996	Short-term	Editor	T-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DM/OCSS**	Number of engagements: **122**		Number of retirees: **99**			
Cuba	M	01/05/1996	14/05/1996	Short-term	Editor	T-3
Cuba	M	30/09/1996	11/10/1996	Short-term	Editor	T-3
Egypt	M	29/01/1996	28/07/1996	When act em	Interpreter	I-1
Egypt	F	25/02/1996	22/03/1996	Short-term	Interpreter	I-1
Egypt	M	02/04/1996	10/05/1996	Short-term	Reviser	R-3
Egypt	F	31/05/1996	13/09/1996	Short-term	Verbatim Reporter	T-4
Egypt	F	01/06/1996	26/07/1996	Short-term	Reviser	R-3
Egypt	M	02/06/1996	26/07/1996	Short-term	Translator	T-4
Egypt	F	17/06/1996	13/08/1996	Short-term	Reviser	R-3
Egypt	M	26/07/1996	30/08/1996	When act em	Verbatim Reporter	R-3
Egypt	M	03/09/1996	25/10/1996	Short-term	Translator	T-4
Egypt	M	16/09/1996	30/10/1996	Short-term	Reviser	R-3
Egypt	M	17/09/1996	20/12/1996	Short-term	Reviser	R-3
Egypt	F	21/09/1996	30/10/1996	Short-term	Verbatim Reporter	T-3
Egypt	M	23/09/1996	30/10/1996	Short-term	Verbatim Reporter	T-3
Egypt	M	23/09/1996	31/12/1996	When act em	Interpreter	I-1
Egypt	M	07/10/1996	30/10/1996	Short-term	Reviser	R-3
Egypt	M	14/10/1996	30/10/1996	Short-term	Verbatim Reporter	T-3
Egypt	F	14/10/1996	30/10/1996	Short-term	Translator	T-4
France	F	22/01/1996	21/07/1996	When act em	Interpreter	I-1
France	F	24/01/1996	08/03/1996	Short-term	Reviser	R-3
France	F	04/02/1996	19/04/1996	Short-term	Reviser	R-3
France	F	25/02/1996	03/05/1996	Short-term	Reviser	R-3
France	F	26/02/1996	25/08/1996	When act em	Interpreter	I-1
France	M	17/03/1996	17/05/1996	Short-term	Reviser	R-3
France	F	17/03/1996	28/06/1996	Short-term	Reviser	R-3
France	M	21/03/1996	26/04/1996	Short-term	Reviser	R-2
France	F	01/04/1996	07/06/1996	Short-term	Reviser	R-3
France	F	07/04/1996	14/06/1996	Short-term	Reviser	R-3
France	F	07/04/1996	14/06/1996	Short-term	Reviser	R-3
France	F	24/04/1996	23/07/1996	Short-term	Editorial Assistant	CTC
France	F	28/04/1996	05/07/1996	Short-term	Reviser	R-3
France	F	06/05/1996	21/06/1996	Short-term	Reviser	R-3
France	M	01/07/1996	30/08/1996	Short-term	Reviser	R-3
France	F	26/08/1996	30/10/1996	Short-term	Reviser	R-3
France	F	16/09/1996	30/10/1996	Short-term	Reviser	R-3
France	M	16/09/1996	15/11/1996	Short-term	Reviser	R-2
France	F	16/09/1996	30/10/1996	Short-term	Verbatim Reporter	R-2
France	M	29/09/1996	30/10/1996	Short-term	Reviser	R-3
France	F	29/09/1996	30/10/1996	Short-term	Reviser	R-3
France	F	29/09/1996	30/10/1996	Short-term	Reviser	R-3
France	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
France	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
France	F	01/10/1996	30/10/1996	Short-term	Reviser	R-3
France	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DM/OCSS**	Number of engagements: **122**		Number of retirees : **99**			
Israel	F	18/03/1996	13/09/1996	When act.em	Interpreter	I-1
Mexico	M	15/08/1996	30/10/1996	Short-term	Verbatim Reporter	R-3
Panama	M	17/09/1996	20/12/1996	Short-term	Assembly and Binding Equip	TC3
Peru	M	22/01/1996	02/02/1996	Short-term	Proofreader	P-3
Peru	F	03/08/1996	30/10/1996	Short-term	Reviser	R-3
Spain	M	12/02/1996	12/04/1996	When act.em	Interpreter	I-1
Spain	F	26/02/1996	25/08/1996	When act.em	Interpreter	I-1
Spain	M	24/03/1996	14/06/1996	Short-term	Reviser	R-3
Spain	M	03/09/1996	25/10/1996	Short-term	Meeting Services Clerk	G-7
Spain	M	15/09/1996	30/10/1996	Short-term	Reviser	R-3
Spain	M	22/09/1996	30/10/1996	Short-term	Reviser	R-3
Spain	F	29/09/1996	30/10/1996	Short-term	Reviser	R-1
Stateless	M	23/09/1996	30/10/1996	Short-term	Reviser	R-3
Sudan	M	16/07/1996	16/08/1996	Short-term	Translator	T-3
Syrian Arab Republic	M	24/01/1996	29/02/1996	Short-term	Reviser	R-3
Syrian Arab Republic	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Syrian Arab Republic	M	25/11/1996	20/12/1996	Short-term	Translator	T-4
United Kingdom	F	25/01/1996	24/07/1996	When act.em	Verbatim Reporter	T-2
United Kingdom	M	21/02/1996	20/08/1996	When act.em	Interpreter	I-1
United Kingdom	F	28/05/1996	14/06/1996	Short-term	Reviser	R-3
United Kingdom	F	24/06/1996	26/07/1996	Short-term	Reviser	R-3
United Kingdom	F	31/08/1996	30/10/1996	Short-term	Editor	P-4
United Kingdom	F	24/09/1996	30/10/1996	Short-term	Verbatim Reporter	T-2
United Kingdom	M	13/10/1996	30/10/1996	Short-term	Reviser	R-3
United States of America	F	15/01/1996	14/07/1996	When act.em	Interpreter	I-1
United States of America	F	15/01/1996	14/07/1996	When act.em	Interpreter	I-1
United States of America	M	15/01/1996	14/07/1996	When act.em	Interpreter	I-1
United States of America	F	15/01/1996	14/02/1996	Short-term	Editor	T-3
United States of America	M	22/01/1996	21/07/1996	When act.em	Interpreter	I-1
United States of America	F	29/01/1996	28/07/1996	When act.em	Interpreter	I-1
United States of America	F	12/02/1996	26/04/1996	Short-term	Translator	T-4
United States of America	M	16/02/1996	15/08/1996	When act.em	Interpreter	I-1
United States of America	F	04/03/1996	26/04/1996	Short-term	Reviser	R-3
United States of America	M	08/03/1996	31/05/1996	When act.em	Reviser	R-3
United States of America	M	15/04/1996	30/06/1996	When act.em	Verbatim Reporter	R-3
United States of America	F	10/06/1996	19/07/1996	Short-term	Editor	R-3
United States of America	M	01/07/1996	30/09/1996	Short-term	Editorial Clerk	CTC
United States of America	F	08/07/1996	07/09/1996	Short-term	Editorial Clerk	G3C
United States of America	F	23/07/1996	22/10/1996	Short-term	Language Reference Asst.	G-6
United States of America	F	05/08/1996	30/10/1996	Short-term	Editor	T-3
United States of America	M	03/09/1996	13/09/1996	When act.em	Interpreter	I-1
United States of America	M	03/09/1996	02/03/1997	Fixed-term	Second Officer	P-3
United States of America	M	16/09/1996	30/10/1996	Short-term	Reviser	R-3
United States of America	M	17/09/1996	20/12/1996	Short-term	Printing Press Operator	TC3
United States of America	M	17/09/1996	20/12/1996	Short-term	Assembly and Binding Equip.	TC3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office **DM/OCSS** Number of engagements **122** Number of retirees **99**						
United States of America	M	22/09/1996	30/10/1996	Short-term	Verbatim Reporter	T-3
United States of America	F	30/09/1996	30/10/1996	Short-term	Translator	T-4
United States of America	M	30/09/1996	30/10/1996	Short-term	Reviser	R-3
United States of America	F	30/09/1996	30/10/1996	Short-term	Reviser	R-3
United States of America	M	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
United States of America	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
United States of America	F	14/10/1996	29/11/1996	Short-term	Interpreter	I-1
United States of America	M	14/10/1996	30/10/1996	Short-term	Reviser	R-3
United States of America	M	01/11/1996	29/11/1996	Short-term	Reviser	R-3
United States of America	F	03/12/1996	31/12/1996	When act em	Interpreter	I-1
Department/Office **DM/OHRM** Number of engagements **4** Number of retirees **4**						
Argentina	F	25/06/1996	24/09/1996	Short-term	Human Resources Officer	P-3
France	F	07/10/1996	06/12/1996	Short-term	Human Resources Officer	P-3
United Kingdom	F	15/07/1996	27/09/1996	Short-term	Human Resources Officer	P-2
United States of America	F	03/09/1996	30/11/1996	Short-term	Nurse	G-7
Department/Office **DM/OPPBA** Number of engagements **2** Number of retirees **2**						
Ethiopia	M	31/07/1996	30/10/1996	Short-term	Accounting Assistant	G-4
United Kingdom	M	24/07/1996	23/10/1996	Short-term	Accounting Assistant	G-4
Department/Office **DPA** Number of engagements **1** Number of retirees **1**						
Sri Lanka	M	23/09/1996	31/12/1996	Short-term	Meeting Services Assistant	G3C
Department/Office **DPCSD** Number of engagements **6** Number of retirees **4**						
India	M	01/05/1996	28/02/1997	Consultant	Other	$2,000
India	M	01/05/1996	28/02/1997	Consultant	Other	$4,000
India	M	01/05/1996	28/02/1997	Consultant	Other	$6,000
United States of America	F	18/01/1996	29/03/1996	Short-term	Editor	T-3
United States of America	F	10/04/1996	09/05/1996	Short-term	Programme Assistant	G-6
United States of America	F	03/09/1996	13/09/1996	Short-term	Secretary	G-4
Department/Office **DPI** Number of engagements **8** Number of retirees **7**						
Benin	M	17/09/1996	20/12/1996	Short-term	Information Officer	P-4
France	F	17/09/1996	23/12/1996	Short-term	Proofreader	G-4

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DPI**		Number of engagements: **8**		Number of retirees: **7**		
Italy	M	21/10/1996	20/12/1996	Short-term	Press Officer	P-3
United Kingdom	M	06/05/1996	17/05/1996	Short-term	Information Officer	P-4
United Kingdom	M	17/09/1996	20/12/1996	Short-term	Information Officer	P-4
United States of America	F	29/04/1996	17/05/1996	Short-term	Information Officer	P-4
United States of America	M	17/09/1996	23/12/1996	Short-term	Documents Clerk	G-4
United States of America	M	17/09/1996	18/10/1996	Short-term	Information Officer	P-4
Department/Office: **DPKO/FALD**		Number of engagements: **4**		Number of retirees: **4**		
Chad	M	19/10/1996	28/02/1997	LD	Political Affairs Officer	P-4
Colombia	M	21/10/1996	20/04/1997	Fixed-term	Finance Officer	P-4
India	F	01/05/1996	30/04/1997	Fixed-term	Special Representative	D-1
Mauritius	M	07/05/1996	31/10/1996	LD	Administrative Officer	P-4
Department/Office: **ECA**		Number of engagements: **3**		Number of retirees: **3**		
Egypt	F	06/02/1996	13/02/1996	When act em	Interpreter	I-1
Egypt	M	09/04/1996	15/05/1996	Short-term	Translator	P-4
Jamaica	F	31/01/1996	30/06/1996	Short-term	Personnel Officer	P-5
Department/Office: **ECE**		Number of engagements: **2**		Number of retirees: **2**		
United Kingdom	M	09/04/1996	08/01/1997	Fixed-term	Research Officer	L-5
United States of America	M	01/10/1996	31/03/1997	Fixed-term	Deputy Director	P-5
Department/Office: **ECLAC**		Number of engagements: **51**		Number of retirees: **22**		
Argentina	M	01/01/1996	19/04/1996	Consultant	Other	$13,000
Argentina	M	02/01/1996	29/02/1996	Ind Contractor	Clerk	$510
Argentina	M	15/01/1996	20/03/1996	Short-term	Economic Affairs Officer	P-4
Argentina	M	01/03/1996	30/04/1996	Ind Contractor	Clerk	$460
Argentina	M	02/05/1996	30/06/1996	Ind Contractor	Clerk	$532
Argentina	M	01/07/1996	31/08/1996	Ind Contractor	Clerk	$472
Argentina	M	28/08/1996	28/09/1996	Consultant	Other	$3,000
Argentina	M	01/09/1996	31/10/1996	Ind Contractor	Clerk	$445
Argentina	M	23/09/1996	30/11/1996	Consultant	Other	$2,500
Argentina	M	01/11/1996	31/12/1996	Ind Contractor	Clerk	$752
Argentina	M	16/12/1996	20/01/1997	Consultant	Other	$3,000
Chile	M	02/01/1996	30/06/1996	Consultant	Expert	$6,000
Chile	M	02/01/1996	29/02/1996	Consultant	Adviser	$4,000
Chile	F	01/02/1996	29/02/1996	Short-term	Editor	R-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **ECLAC**		Number of engagements	**51**	Number of retirees	**22**	
Chile	F	20/02/1996	19/03/1996	Ind Contractor	Editor	$1,584
Chile	M	01/03/1996	31/03/1996	Ind Contractor	Researcher	$2,500
Chile	M	01/03/1996	31/03/1996	Consultant	Adviser	$3,000
Chile	M	25/03/1996	31/10/1996	Consultant	Adviser	$12,000
Chile	M	01/04/1996	31/05/1996	Consultant	Editor	$2,000
Chile	M	01/04/1996	30/06/1996	Consultant	Adviser	$3,000
Chile	F	16/05/1996	30/06/1996	Ind Contractor	Editor	$2,000
Chile	F	17/05/1996	16/06/1996	Ind Contractor	Other	$1,610
Chile	M	01/06/1996	10/12/1996	Ind Contractor	Researcher	$9,500
Chile	M	01/06/1996	31/08/1996	Consultant	Editor	$3,000
Chile	F	20/06/1996	19/07/1996	Ind Contractor	Other	$1,771
Chile	M	01/07/1996	31/12/1996	Consultant	Adviser	$6,000
Chile	M	01/07/1996	13/12/1996	Consultant	Adviser	$6,000
Chile	F	09/07/1996	25/07/1996	Ind Contractor	Editor	$1,200
Chile	M	23/07/1996	22/08/1996	Short-term	Translator	T-4
Chile	M	01/09/1996	30/11/1996	Consultant	Editor	$3,000
Chile	F	04/11/1996	21/11/1996	Short-term	Editor	R-3
Chile	F	04/11/1996	25/11/1996	Ind Contractor	Editor	$2,236
Chile	F	11/11/1996	10/01/1997	Ind Contractor	Other	$4,000
Chile	M	01/12/1996	20/02/1997	Consultant	Editor	$3,000
Chile	M	01/12/1996	28/02/1997	Consultant	Other	$3,000
Chile	M	23/12/1996	22/01/1997	Short-term	Translator	T-4
Mexico	M	05/01/1996	30/06/1996	Consultant	Adviser	$14,430
Mexico	M	01/07/1996	25/12/1996	Fixed-term	Economist	L-5
Mexico	M	01/10/1996	31/10/1996	Short-term	Finance Assistant	G-6
United Kingdom	M	01/01/1996	31/01/1996	Short-term	Editor	R-3
United Kingdom	M	05/03/1996	19/03/1996	Short-term	Editor	R-3
United Kingdom	M	25/11/1996	13/12/1996	Short-term	Editor	R-3
United States of America	F	07/02/1996	13/03/1996	Ind Contractor	Translator	$1,845
United States of America	F	15/04/1996	20/04/1996	Short-term	Reviser	R-3
United States of America	F	31/05/1996	17/06/1996	Ind Contractor	Translator	$317
United States of America	F	10/07/1996	09/08/1996	Ind Contractor	Translator	$2,041
United States of America	F	02/09/1996	09/09/1996	Ind Contractor	Translator	$916
United States of America	F	25/09/1996	30/09/1996	Ind Contractor	Translator	$923
United States of America	M	09/10/1996	31/12/1996	Consultant	Adviser	$4,000
United States of America	F	04/11/1996	12/11/1996	Ind Contractor	Translator	$991
Uruguay	F	01/07/1996	31/07/1996	Short-term	Information Officer	P-3
Department/Office: **EOSG**		Number of engagements	**1**	Number of retirees	**1**	
Iran (Islamic Republic of)	M	01/08/1996	14/11/1997	When act em	Special Advisor	USG

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **ESCAP**	Number of engagements: **3**			Number of retirees: **3**		
Czech Republic	M	16/07/1996	15/09/1996	Consultant	Other	$3,000
New Zealand	M	05/10/1996	16/10/1996	Consultant	Other	$2,500
Sri Lanka	M	26/10/1996	03/11/1996	Consultant	Other	$1,000
Department/Office: **ESCWA**	Number of engagements: **4**			Number of retirees: **2**		
Australia	M	21/10/1996	23/10/1996	Consultant	Other	$2,092
Australia	M	21/10/1996	23/10/1996	Ind Contractor	Interpreter	$2,092
Jordan	M	08/04/1996	15/05/1996	Consultant	Other	$1,000
Jordan	M	20/05/1996	31/10/1996	Consultant	Other	$11,000
Department/Office: **HC/CHR**	Number of engagements: **1**			Number of retirees: **1**		
United Kingdom	M	01/10/1996	25/04/1997	Short-term	Administrative Officer	P-3
Department/Office: **ICSC**	Number of engagements: **2**			Number of retirees: **1**		
United States of America	M	01/04/1996	30/09/1996	Consultant	Other	$11,550
United States of America	M	02/12/1996	01/06/1997	Fixed-term	Legal Adviser	VCH
Department/Office: **ICTR**	Number of engagements: **1**			Number of retirees: **1**		
Ethiopia	M	30/10/1996	29/01/1997	Fixed-term	Officer-in-Charge	D-1
Department/Office: **INSTRAW**	Number of engagements: **1**			Number of retirees: **1**		
India	F	07/07/1996	21/08/1996	Short-term	Programme Officer	P-5
Department/Office: **ITC**	Number of engagements: **1**			Number of retirees: **1**		
France	F	14/10/1996	08/11/1996	Short-term	Budget Assistant	G-6
Department/Office: **OCHA**	Number of engagements: **3**			Number of retirees: **3**		
France	F	09/12/1996	20/12/1996	Ind Contractor	Other	$2,772
India	M	14/08/1996	13/09/1996	Short-term	Administrative Officer	P-4
Italy	M	17/08/1996	16/02/1997	Fixed-term	Assistant Secretary-General	ASG

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office **OLA**		Number of engagements	**1**	Number of retirees	**1**	
France	F	22/10/1996	30/11/1996	Short-term	Secretary	G3C
Department/Office **UNCTAD**		Number of engagements	**4**	Number of retirees	**2**	
Israel	F	02/01/1996	31/05/1996	Consultant	Other	$21,200
Israel	F	01/06/1996	30/06/1996	Consultant	Other	$4,300
Israel	F	02/12/1996	31/01/1997	Consultant	Other	$8,800
United States of America	M	15/05/1996	15/06/1996	Consultant	Other	$10,000
Department/Office **UNEP**		Number of engagements	**1**	Number of retirees	**1**	
Switzerland	M	18/03/1996	31/12/1996	Fixed-term	Adviser	P-5
Department/Office **UNFCCC**		Number of engagements	**2**	Number of retirees	**1**	
United Kingdom	M	07/10/1996	01/11/1996	Ind Contractor	Other	$7,000
United Kingdom	M	04/11/1996	08/11/1996	Ind Contractor	Other	$1,750
Department/Office **UNJSPF**		Number of engagements	**1**	Number of retirees	**1**	
United States of America	M	15/01/1996	30/04/1996	When act em	Administrative Officer	P-4
Department/Office **UNOG**		Number of engagements	**6**	Number of retirees	**5**	
France	M	02/01/1996	30/06/1996	Consultant	Financial Advisor	$6,000
France	M	01/07/1996	31/12/1996	Consultant	Financial Advisor	$6,000
Ireland	F	16/09/1996	19/09/1996	Fixed-term	Secretary	G-4
United Kingdom	F	15/01/1996	14/03/1996	Ind Contractor	Other	$10,000
United Kingdom	M	28/05/1996	31/05/1996	Ind Contractor	Other	$900
United States of America	M	04/03/1996	30/06/1996	Ind Contractor	Other	$6,000
Department/Office **UNOV**		Number of engagements	**12**	Number of retirees	**9**	
Argentina	F	03/10/1996	31/12/1996	Fixed-term	Personnel Officer	P-4
China	M	26/08/1996	28/02/1997	Fixed-term	Translator	P-4
Japan	M	02/01/1996	01/03/1996	Consultant	Other	$4,000
Japan	M	01/09/1996	28/02/1997	Consultant	Other	$12,000
Sri Lanka	F	06/11/1996	14/12/1996	Consultant	Other	$10,200
Turkey	F	04/11/1996	28/02/1997	Consultant	Other	$0

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office UNOV		Number of engagements	12	Number of retirees	9	
United Kingdom	M	29/07/1996	02/08/1996	Consultant	Other	$1,300
United Kingdom	M	16/09/1996	17/09/1996	Consultant	Other	$520
United Kingdom	F	04/11/1996	20/12/1996	Ind Contractor	Editor	$3,500
United Kingdom	M	18/12/1996	21/12/1996	Consultant	Other	$780
United States of America	M	02/01/1996	29/02/1996	Consultant	Other	$5,000
United States of America	M	14/11/1996	29/11/1996	Consultant	Other	$3,000

Total number of engagements 1996 **258** Total number of retirees 1996 **189**

[a] *The baseline number of persons engaged for the biennium (328) is less that the sum of the totals for 1996 and 1997 (493) because retirees who were engaged in both years are only counted once in the total for the biennium.*

TABLE 8. USE OF RETIREES BY DEPARTMENT OR OFFICE AND BY ENGAGEMENT, 1997[a]

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DDSMS**	Number of engagements: **3**		Number of retirees: **2**			
Argentina	M	17/05/1997	16/05/1998	Fixed-term	Adviser	L-7
United States of America	M	01/03/1997	31/03/1997	Consultant	Editor	$4,000
United States of America	M	01/03/1997	31/03/1997	Consultant	Other	$2,000
Department/Office: **DESA**	Number of engagements: **3**		Number of retirees: **2**			
Chile	M	11/06/1997	12/07/1997	Consultant	Adviser	$7,500
Spain	M	10/02/1997	21/02/1997	Consultant	Other	$3,000
Spain	M	01/04/1997	05/04/1997	Consultant	Other	$1,500
Department/Office: **DESIPA**	Number of engagements: **4**		Number of retirees: **4**			
United States of America	F	03/03/1997	16/04/1997	Consultant	Editor	$4,797
United States of America	F	17/03/1997	14/08/1997	Fixed-term	Secretary	G-4
United States of America	M	30/06/1997	31/10/1997	Fixed-term	Secretary	G-3
United States of America	F	08/12/1997	05/01/1998	Consultant	Editor	$3,866
Department/Office: **DGAACS**	Number of engagements: **34**		Number of retirees: **34**			
Algeria	M	06/11/1997	05/12/1997	Short-term	Reviser	R-3
Argentina	M	25/09/1997	19/12/1997	Short-term	Verbatim Reporter	T-3
Argentina	M	06/10/1997	19/12/1997	Short-term	Reviser	R-3
Argentina	M	09/10/1997	19/12/1997	Short-term	Translator	R-3
Canada	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
Chile	F	09/10/1997	19/12/1997	Short-term	Reviser	R-3
China	M	03/11/1997	31/12/1997	Short-term	Reviser	R-3
Egypt	F	10/01/1997	12/09/1997	When act emp	Verbatim Reporter	T-4
Egypt	M	29/09/1997	24/12/1997	Short-term	Verbatim Reporter	T-3
Egypt	M	29/09/1997	19/12/1997	Short-term	Reviser	R-3
Egypt	M	01/10/1997	19/12/1997	Short-term	Verbatim Reporter	T-3
Egypt	M	21/10/1997	28/11/1997	Short-term	Reviser	R-3
Egypt	M	03/11/1997	05/12/1997	Short-term	Reviser	R-3
France	M	18/02/1997	05/12/1997	When act emp	Interpreter	I-1
France	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
France	F	03/10/1997	19/12/1997	Short-term	Reviser	R-3
France	F	03/10/1997	05/12/1997	Short-term	Reviser	R-3
France	F	10/10/1997	19/12/1997	Short-term	Reviser	R-3
France	F	17/10/1997	19/12/1997	Short-term	Reviser	R-3
France	F	17/10/1997	19/12/1997	Short-term	Reviser	R-3
France	F	19/10/1997	12/12/1997	Short-term	Reviser	R-3
Peru	F	02/11/1997	31/12/1997	Short-term	Reviser	R-3
Russian Federation	F	01/12/1997	19/12/1997	Short-term	Clerk	G4A

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office **DGAACS**		Number of engagements **34**		Number of retirees **34**		
Spain	F	22/09/1997	31/12/1997	Short-term	Language Reference Clerk	G-6
Syrian Arab Republic	M	15/09/1997	12/12/1997	Short-term	Reviser	R-3
Syrian Arab Republic	M	21/11/1997	31/12/1997	Short-term	Reviser	R-3
United Kingdom	M	10/10/1997	12/12/1997	Short-term	Reviser	R-3
United States of America	M	23/09/1997	10/10/1997	Short-term	Reviser	R-3
United States of America	F	25/09/1997	10/10/1997	Ind Contractor	Other	$5,000
United States of America	M	01/10/1997	10/12/1997	Short-term	Editorial Clerk	CTC
United States of America	M	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
United States of America	M	06/10/1997	31/10/1997	Short-term	Reviser	R-3
United States of America	F	03/11/1997	19/12/1997	Short-term	Editor	R-3
United States of America	F	01/12/1997	31/12/1997	Short-term	Language Reference Asst	G-6
Department/Office **DM**		Number of engagements **16**		Number of retirees **9**		
Chile	F	01/09/1997	07/04/1998	Consultant	Other	$16,500
Chile	F	01/09/1997	07/04/1998	Consultant	Other	$20,927
France	F	20/10/1997	30/11/1997	Consultant	Other	$3,500
Guyana	M	18/02/1997	19/05/1997	Consultant	Financial Assistant	$2,500
Guyana	M	18/02/1997	19/05/1997	Consultant	Financial Assistant	$5,000
Guyana	M	02/06/1997	14/07/1997	Ind Contractor	Financial Assistant	$2,070
Guyana	M	02/06/1997	14/07/1997	Ind Contractor	Financial Assistant	$4,830
Spain	M	01/04/1997	31/05/1997	Consultant	Other	$1,500
Thailand	M	22/09/1997	31/12/1997	Consultant	Other	$11,970
United States of America	M	18/02/1997	30/06/1997	Ind Contractor	Adviser	$2,500
United States of America	M	18/02/1997	30/06/1997	Ind Contractor	Adviser	$5,000
United States of America	M	18/02/1997	17/04/1997	Consultant	Examinations assistant	$2,000
United States of America	F	19/03/1997	16/04/1997	Short-term	Secretary	G-4
United States of America	M	01/07/1997	17/08/1997	Ind Contractor	Adviser	$6,900
United States of America	F	01/10/1997	31/10/1997	Short-term	Secretary	G4A
United States of America	M	07/10/1997	07/01/1998	When act emp	Secretary	P-4
Department/Office **DM/OCSS**		Number of engagements **110**		Number of retirees **95**		
Algeria	M	25/06/1997	11/07/1997	Short-term	Reviser	R-3
Argentina	M	10/04/1997	03/07/1997	Short-term	Reviser	R-3
Argentina	M	28/04/1997	18/07/1997	Short-term	Reviser	R-3
Belgium	M	22/08/1997	31/10/1997	Short-term	Reviser	R-2
Canada	F	15/09/1997	19/12/1997	Short-term	Editorial Clerk	CTC
Chile	F	06/03/1997	13/06/1997	Short-term	Reviser	R-3
China	F	05/03/1997	04/09/1997	When act emp	Verbatim Reporter	T-4
China	F	17/03/1997	27/03/1997	Short-term	Interpreter	I-1
China	F	19/05/1997	18/07/1997	Short-term	Translator	R-3
China	M	09/06/1997	18/07/1997	Short-term	Reviser	R-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office **DM/OCSS**	Number of engagements **110**			Number of retirees **95**		
China	M	09/06/1997	18/07/1997	Short-term	Reviser	R-3
China	M	18/08/1997	28/11/1997	Short-term	Reviser	R-3
China	M	18/08/1997	30/09/1997	Short-term	Reviser	R-3
China	M	02/09/1997	28/11/1997	Short-term	Reviser	R-3
Colombia	M	16/09/1997	19/12/1997	Short-term	Clerk	G-4
Colombia	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
Colombia	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
Colombia	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
Egypt	M	10/01/1997	09/07/1997	When act emp	Verbatim Reporter	T-3
Egypt	M	03/03/1997	31/12/1997	When act emp	Interpreter	I-1
Egypt	M	15/04/1997	30/05/1997	Short-term	Reviser	R-3
Egypt	M	01/05/1997	31/07/1997	Short-term	Translator	T-4
Egypt	F	02/05/1997	07/05/1997	Short-term	Interpreter	I-1
Egypt	M	05/05/1997	30/05/1997	Short-term	Reviser	R-3
Egypt	M	23/06/1997	08/08/1997	Short-term	Translator	T-4
Egypt	F	02/07/1997	29/08/1997	Short-term	Reviser	R-3
Egypt	M	14/07/1997	13/09/1997	Short-term	Translator	T-4
Egypt	M	14/07/1997	31/12/1997	When act emp	Interpreter	I-1
Egypt	F	14/07/1997	13/08/1997	Short-term	Reviser	R-3
Egypt	F	01/09/1997	05/09/1997	Short-term	Interpreter	I-1
Egypt	F	21/09/1997	24/12/1997	Short-term	Verbatim Reporter	T-3
Egypt	M	22/09/1997	14/11/1997	Short-term	Verbatim Reporter	R-3
France	F	22/01/1997	14/03/1997	Short-term	Reviser	R-3
France	F	27/01/1997	27/03/1997	Short-term	Reviser	R-3
France	F	03/02/1997	21/03/1997	Short-term	Reviser	R-3
France	F	09/02/1997	04/04/1997	Short-term	Reviser	R-3
France	F	21/03/1997	27/06/1997	Short-term	Reviser	R-3
France	F	01/04/1997	30/06/1997	Short-term	Editorial Clerk	CTC
France	M	06/04/1997	30/05/1997	Short-term	Reviser	R-3
France	F	09/05/1997	11/07/1997	Short-term	Reviser	R-3
France	F	09/05/1997	11/07/1997	Short-term	Reviser	R-3
France	F	01/06/1997	31/07/1997	Short-term	Reviser	R-2
France	F	10/06/1997	08/08/1997	Short-term	Reviser	R-3
France	M	15/06/1997	26/06/1997	Short-term	Interpreter	I-1
France	M	19/06/1997	03/07/1997	Short-term	Reviser	R-2
France	F	30/06/1997	31/12/1997	When act emp	Reviser	R-3
France	F	22/08/1997	24/10/1997	Short-term	Reviser	R-3
France	F	25/08/1997	24/10/1997	Short-term	Reviser	R-3
France	M	25/08/1997	31/10/1997	Short-term	Reviser	R-2
France	M	19/09/1997	21/11/1997	Short-term	Reviser	R-3
France	M	22/09/1997	31/12/1997	Short-term	Verbatim Reporter	T-3
France	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
France	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
India	M	16/09/1997	19/12/1997	Short-term	Documents Clerk	G-3
Jordan	M	04/08/1997	31/10/1997	Short-term	Reviser	R-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DM/OCSS**	Number of engagements: **110**		Number of retirees: **95**			
Mexico	M	05/03/1997	04/09/1997	When act.emp	Reviser	R-3
Mexico	F	08/08/1997	31/10/1997	Short-term	Reviser	R-3
Mexico	M	29/09/1997	19/12/1997	Short-term	Reviser	R-3
Peru	M	16/09/1997	19/12/1997	Short-term	Printing Press Operator	TC2
Philippines	F	15/09/1997	19/12/1997	Short-term	Editorial Assistant	G-5
Spain	M	18/06/1997	27/06/1997	Short-term	Other	G-7
Spain	M	15/09/1997	17/10/1997	Short-term	Meeting Services Assistant	G-7
Spain	M	19/09/1997	12/12/1997	Short-term	Reviser	R-3
Spain	M	19/09/1997	12/12/1997	Short-term	Reviser	R-3
Spain	M	19/09/1997	12/12/1997	Short-term	Reviser	R-3
Sudan	M	24/06/1997	27/06/1997	Short-term	Translator	T-3
Switzerland	M	14/04/1997	31/08/1997	When act.emp	Interpreter	I-1
Syrian Arab Republic	M	24/06/1997	27/06/1997	Short-term	Translator	T-4
Syrian Arab Republic	M	08/09/1997	05/12/1997	Short-term	Reviser	R-3
Thailand	M	18/08/1997	17/09/1997	Short-term	Security Officer	S-3
United Kingdom	F	10/01/1997	09/07/1997	When act.emp	Reviser	R-3
United Kingdom	M	24/03/1997	18/04/1997	Short-term	Reviser	R-3
United Kingdom	M	06/07/1997	15/08/1997	Short-term	Reviser	R-3
United Kingdom	M	21/07/1997	15/08/1997	Short-term	Reviser	R-3
United Kingdom	F	22/09/1997	05/12/1997	Short-term	Reviser	R-3
United Kingdom	M	22/09/1997	19/12/1997	Short-term	Reviser	R-3
United Kingdom	F	23/09/1997	19/12/1997	Short-term	Verbatim Reporter	T-2
United Kingdom	M	29/09/1997	05/12/1997	Short-term	Reviser	R-3
United Kingdom	F	29/09/1997	05/12/1997	Short-term	Reviser	R-3
United States of America	F	13/01/1997	31/12/1997	When act.emp	Interpreter	I-1
United States of America	M	05/02/1997	04/03/1997	Short-term	Reviser	R-3
United States of America	F	24/02/1997	31/12/1997	When act.emp	Interpreter	I-1
United States of America	M	24/02/1997	16/05/1997	Short-term	Editorial Clerk	CTC
United States of America	M	17/03/1997	31/12/1997	When act.emp	Interpreter	I-1
United States of America	F	24/03/1997	11/04/1997	Short-term	Translator	T-4
United States of America	M	02/04/1997	01/06/1997	Short-term	Language Reference Clerk	G-4
United States of America	M	14/04/1997	30/05/1997	Short-term	Reviser	R-3
United States of America	M	16/04/1997	30/05/1997	Short-term	Reviser	R-3
United States of America	F	27/05/1997	31/07/1997	Short-term	Editor	R-3
United States of America	M	16/06/1997	31/12/1997	When act.emp	Interpreter	I-1
United States of America	F	30/06/1997	29/09/1997	Short-term	Language Reference Asst.	G-6
United States of America	F	02/07/1997	31/08/1997	Short-term	Language Reference Asst.	G-6
United States of America	M	30/07/1997	31/12/1997	When act.emp	Interpreter	I-1
United States of America	M	30/07/1997	06/08/1997	Short-term	Editorial Assistant	CTC
United States of America	F	01/08/1997	18/08/1997	Short-term	Editor	R-3
United States of America	F	05/08/1997	04/10/1997	Short-term	Editorial Clerk	G4A
United States of America	F	11/08/1997	19/12/1997	Short-term	Editor	T-3
United States of America	F	02/09/1997	31/10/1997	Short-term	Clerk	G3C
United States of America	M	08/09/1997	07/11/1997	Short-term	Reviser	R-3
United States of America	F	15/09/1997	19/12/1997	Short-term	Telephone Operator	G-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DM/OCSS** Number of engagements: **110** Number of retirees: **95**						
United States of America	M	16/09/1997	19/12/1997	Short-term	Printing Press Operator	TC3
United States of America	M	16/09/1997	19/12/1997	Short-term	Assembly and Binding Equipm	TC3
United States of America	M	16/09/1997	19/12/1997	Short-term	Assembly and Binding Equipm	TC3
United States of America	M	22/09/1997	19/12/1997	Short-term	Verbatim Reporter	T-3
United States of America	M	22/09/1997	19/12/1997	Short-term	Printing Press Operator	TC3
United States of America	M	29/09/1997	19/12/1997	Short-term	Documents Clerk	G-4
United States of America	F	29/09/1997	05/12/1997	Short-term	Translator	T-4
United States of America	F	29/09/1997	05/12/1997	Short-term	Reviser	R-3
United States of America	M	01/12/1997	28/02/1998	Short-term	Repairman	TC3
Uruguay	M	19/09/1997	19/12/1997	Short-term	Verbatim Reporter	T-3
Department/Office: **DM/OHRM** Number of engagements: **4** Number of retirees: **3**						
Argentina	F	07/07/1997	30/09/1997	Short-term	Human Resources Officer	P-3
France	F	12/03/1997	11/04/1997	Short-term	Examinations Assistant	G-6
France	F	01/04/1997	30/04/1997	Short-term	Human Resources Officer	P-3
France	F	19/05/1997	18/11/1997	Fixed-term	Human Resources Officer	P-3
Department/Office: **DM/OPPBA** Number of engagements: **6** Number of retirees: **6**						
Guyana	M	17/11/1997	16/05/1998	Fixed-term	Finance Officer	P-4
India	M	08/07/1997	07/10/1997	Short-term	Accounting Assistant	G-5
United Kingdom	M	06/01/1997	03/07/1997	Fixed-term	Accounting Assistant	G-4
United Kingdom	F	07/04/1997	30/06/1997	Short-term	Accounting Clerk	G-4
United States of America	F	18/02/1997	17/05/1997	Short-term	Accounting Clerk	G4A
United States of America	M	25/02/1997	24/05/1997	Short-term	Accounting Assistant	G-5
Department/Office: **DPCSD** Number of engagements: **8** Number of retirees: **5**						
France	F	15/09/1997	19/09/1997	Consultant	Other	$712
India	M	24/03/1997	23/05/1997	Short-term	Economic Affairs Officer	P-4
United States of America	F	10/03/1997	29/07/1997	Consultant	Editor	$9,057
United States of America	F	10/03/1997	29/07/1997	Consultant	Editor	$9,058
United States of America	M	10/03/1997	09/04/1997	Consultant	Other	$8,580
United States of America	F	04/04/1997	15/05/1997	Consultant	Other	$5,000
United States of America	M	10/04/1997	30/04/1997	Consultant	Other	$6,435
United States of America	M	08/12/1997	29/12/1997	Consultant	Other	$4,985
Department/Office: **DPI** Number of engagements: **12** Number of retirees: **6**						
Benin	M	16/09/1997	19/12/1997	Short-term	Information Officer	P-4

Nationality	Gender	Effective Date	Expiry Date	Engagemt. Type	Functional Title	Pay or Grade
Department/Office: **DPI**		Number of engagements: **12**		Number of retirees: **6**		
France	F	14/04/1997	02/05/1997	Short-term	Clerk-Typist	G-4
France	F	16/09/1997	19/12/1997	Short-term	Clerk-Reader	G-4
Germany	F	16/09/1997	19/12/1997	Short-term	Clerk-Reader	G3C
Italy	M	18/02/1997	19/02/1997	Ind.Contractor	Other	$775
Italy	M	22/04/1997	23/04/1997	Ind.Contractor	Other	$455
Italy	M	23/09/1997	19/12/1997	Short-term	Press Officer	P-3
United Kingdom	M	23/06/1997	27/06/1997	Short-term	Information Officer	P-4
United Kingdom	M	11/08/1997	29/08/1997	Short-term	Other	P-4
United Kingdom	M	13/10/1997	19/12/1997	Short-term	Information Officer	P-4
United States of America	M	23/06/1997	27/06/1997	Consultant	Distribution assistant	$687
United States of America	M	16/09/1997	19/12/1997	Short-term	Documents Clerk	G-4
Department/Office: **DPKO**		Number of engagements: **2**		Number of retirees: **1**		
Sri Lanka	M	01/02/1997	31/03/1997	Consultant	Legal advisor	$5,620
Sri Lanka	M	01/06/1997	30/06/1997	Consultant	Other	$5,290
Department/Office: **DPKO/FALD**		Number of engagements: **1**		Number of retirees: **1**		
Iran (Islamic Republic of)	M	15/11/1997	14/05/1998	Fixed-term	Special Representative	ASG
Department/Office: **ECA**		Number of engagements: **1**		Number of retirees: **1**		
Egypt	M	18/04/1997	08/05/1997	Short-term	Interpreter	T-4
Department/Office: **ECE**		Number of engagements: **8**		Number of retirees: **4**		
France	F	06/01/1997	30/03/1997	Consultant	Other	$10,000
France	F	22/07/1997	05/08/1997	Consultant	Other	$2,000
France	F	02/12/1997	31/12/1997	Short-term	Secretary	G-5
United Kingdom	M	03/02/1997	14/03/1997	Consultant	Other	$9,750
United Kingdom	M	24/03/1997	18/04/1997	Consultant	Other	$6,500
United Kingdom	M	14/04/1997	22/04/1997	Consultant	Other	$1,000
United Kingdom	M	28/04/1997	21/05/1997	Consultant	Other	$6,936
United Kingdom	M	01/08/1997	31/01/1998	Fixed-term	Expert	L-5
Department/Office: **ECLAC**		Number of engagements: **72**		Number of retirees: **23**		
Argentina	M	02/01/1997	28/02/1997	Ind.Contractor	Clerk	$507
Argentina	M	03/03/1997	30/04/1997	Ind.Contractor	Clerk	$477

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **ECLAC**	Number of engagements: **72**		Number of retirees: **23**			
Argentina	M	03/03/1997	02/08/1997	Consultant	Other	$5,000
Argentina	M	02/05/1997	30/06/1997	Ind.Contractor	Clerk	$458
Argentina	M	01/07/1997	30/09/1997	Ind.Contractor	Clerk	$740
Argentina	M	01/10/1997	30/10/1997	Ind.Contractor	Clerk	$271
Argentina	M	17/11/1997	31/12/1997	Ind.Contractor	Clerk	$481
Chile	M	02/01/1997	30/06/1997	Consultant	Adviser	$6,000
Chile	M	02/01/1997	31/01/1997	Consultant	Adviser	$2,000
Chile	F	13/01/1997	20/01/1997	Ind.Contractor	Translator	$723
Chile	F	17/01/1997	28/01/1997	Ind.Contractor	Translator	$1,123
Chile	F	23/01/1997	05/02/1997	Ind.Contractor	Editor	$686
Chile	F	03/02/1997	05/02/1997	Ind.Contractor	Translator	$206
Chile	F	03/02/1997	04/03/1997	Ind.Contractor	Nurse	$1,047
Chile	M	03/02/1997	28/02/1997	Ind.Contractor	Clerk	$2,095
Chile	F	01/03/1997	31/03/1997	Short-term	Editor	R-3
Chile	M	03/03/1997	30/05/1997	Consultant	Editor	$3,000
Chile	F	03/03/1997	21/03/1997	Ind.Contractor	Proofreader	$1,200
Chile	M	01/04/1997	31/05/1997	Ind.Contractor	Researcher	$2,500
Chile	M	01/04/1997	31/05/1997	Consultant	Adviser	$4,000
Chile	F	03/04/1997	05/05/1997	Ind.Contractor	Editor	$863
Chile	M	15/04/1997	14/08/1997	Consultant	Adviser	$5,000
Chile	M	15/04/1997	31/12/1997	Consultant	Adviser	$5,000
Chile	M	23/04/1997	10/05/1997	Ind.Contractor	Clerk	$1,272
Chile	M	28/04/1997	03/06/1997	Ind.Contractor	Translator	$2,562
Chile	F	07/05/1997	19/05/1997	Ind.Contractor	Editor	$951
Chile	F	26/05/1997	30/05/1997	Ind.Contractor	Editor	$440
Chile	F	26/05/1997	30/05/1997	Ind.Contractor	Translator	$600
Chile	M	28/05/1997	30/05/1997	Ind.Contractor	Translator	$523
Chile	M	01/06/1997	31/08/1997	Consultant	Editor	$3,000
Chile	M	02/06/1997	31/07/1997	Ind.Contractor	Researcher	$2,500
Chile	M	02/06/1997	31/07/1997	Consultant	Adviser	$2,000
Chile	M	06/06/1997	13/06/1997	Ind.Contractor	Translator	$752
Chile	F	11/06/1997	13/06/1997	Ind.Contractor	Translator	$270
Chile	M	16/06/1997	23/06/1997	Ind.Contractor	Translator	$2,625
Chile	M	01/07/1997	31/12/1997	Consultant	Adviser	$6,000
Chile	F	01/07/1997	09/07/1997	Ind.Contractor	Translator	$388
Chile	F	07/07/1997	25/07/1997	Ind.Contractor	Proofreader	$1,200
Chile	F	14/07/1997	20/10/1997	Ind.Contractor	Translator	$540
Chile	F	17/07/1997	25/08/1997	Short-term	Editor	P-4
Chile	F	17/07/1997	28/07/1997	Ind.Contractor	Translator	$952
Chile	M	01/08/1997	15/12/1997	Ind.Contractor	Researcher	$7,000
Chile	F	01/08/1997	31/12/1997	Ind.Contractor	Researcher	$11,899
Chile	M	01/08/1997	15/12/1997	Consultant	Other	$4,000
Chile	M	04/08/1997	11/08/1997	Ind.Contractor	Translator	$1,440
Chile	F	08/08/1997	20/08/1997	Ind.Contractor	Translator	$713
Chile	M	21/08/1997	28/08/1997	Ind.Contractor	Translator	$583

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **ECLAC**		Number of engagements: **72**		Number of retirees: **23**		
Chile	M	01/09/1997	31/12/1997	Consultant	Editor	$4,000
Chile	M	01/09/1997	30/09/1997	Short-term	Translator	P-4
Chile	M	04/09/1997	30/11/1997	Consultant	Adviser	$4,000
Chile	F	04/09/1997	26/09/1997	Ind.Contractor	Nurse	$994
Chile	F	10/10/1997	17/10/1997	Ind.Contractor	Editor	$578
Chile	M	10/10/1997	22/10/1997	Ind.Contractor	Translator	$1,276
Chile	F	21/10/1997	21/10/1997	Ind.Contractor	Nurse	$116
Chile	M	21/10/1997	30/10/1997	Ind.Contractor	Translator	$1,373
Chile	F	03/11/1997	17/11/1997	Ind.Contractor	Editor	$715
Chile	F	07/11/1997	25/11/1997	Ind.Contractor	Proofreader	$1,500
Chile	M	22/11/1997	13/12/1997	Ind.Contractor	Other	$1,480
Chile	M	01/12/1997	10/12/1997	Ind.Contractor	Translator	$1,310
Chile	F	09/12/1997	12/12/1997	Ind.Contractor	Nurse	$458
Chile	F	15/12/1997	17/12/1997	Ind.Contractor	Nurse	$344
Chile	F	16/12/1997	30/12/1997	Ind.Contractor	Translator	$2,974
Mexico	M	03/03/1997	30/06/1997	Consultant	Adviser	$18,160
United Kingdom	M	23/01/1997	28/02/1997	Short-term	Editor	R-3
United Kingdom	M	19/05/1997	18/06/1997	Short-term	Editor	P-4
United Kingdom	M	12/11/1997	31/12/1997	Ind.Contractor	Translator	$11,313
United States of America	F	18/02/1997	31/03/1997	Ind.Contractor	Translator	$2,281
United States of America	F	25/08/1997	02/09/1997	Ind.Contractor	Translator	$1,725
United States of America	F	06/10/1997	10/10/1997	Ind.Contractor	Translator	$1,378
United States of America	M	15/10/1997	18/10/1997	Ind.Contractor	Translator	$339
United States of America	F	21/10/1997	17/11/1997	Ind.Contractor	Translator	$4,947
Uruguay	M	01/01/1997	28/02/1997	Short-term	Economic Affairs Officer	P-4
Department/Office: **EOSG**		Number of engagements: **2**		Number of retirees: **2**		
Ecuador	M	28/04/1997	27/10/1997	When act.emp	Special Advisor	USG
Iraq	M	01/03/1997	28/02/1998	When act.emp	Special Advisor	USG
Department/Office: **ESCAP**		Number of engagements: **15**		Number of retirees: **9**		
Czech Republic	M	01/10/1997	31/12/1997	Fixed-term	Regional Advisor	L-5
Indonesia	M	01/09/1997	28/02/1998	Fixed-term	Energy	L-5
Nepal	M	08/01/1997	28/02/1997	Consultant	Legal Expert	$6,000
Nepal	M	29/09/1997	18/11/1997	Consultant	Other	$6,000
New Zealand	M	05/03/1997	04/04/1997	Consultant	Other	$6,000
Republic of Korea	M	01/11/1997	31/10/1998	Consultant	Other	$12,000
Republic of Korea	F	26/12/1997	15/01/1998	Consultant	Social affairs officer	$3,000
Switzerland	M	25/11/1997	25/11/1997	Short-term	Interpreter	I-1
Switzerland	M	01/12/1997	04/12/1997	Short-term	Interpreter	I-1
Switzerland	M	19/12/1997	19/12/1997	Short-term	Interpreter	I-1

Nationality	Gender	Effective Date	Expiry Date	Engagemt. Type	Functional Title	Pay or Grade
Department/Office: **ESCAP**	Number of engagements: **15**		Number of retirees: **9**			
Thailand	F	02/01/1997	28/02/1997	Consultant	Other	$3,000
Thailand	F	01/04/1997	31/05/1997	Consultant	Other	$3,000
United Kingdom	F	17/02/1997	18/04/1997	Consultant	Editor	$11,284
United Kingdom	F	23/04/1997	30/05/1997	Consultant	Editor	$5,642
United Kingdom	F	30/06/1997	31/10/1997	Consultant	Editor	$8,000
Department/Office: **ESCWA**	Number of engagements: **4**		Number of retirees: **2**			
Australia	M	24/02/1997	26/02/1997	Consultant	Other	$1,644
Australia	M	24/02/1997	26/02/1997	Ind.Contractor	Interpreter	$1,644
Jordan	M	01/05/1997	31/08/1997	Consultant	Other	$12,000
Jordan	M	01/10/1997	15/11/1997	Consultant	Other	$4,000
Department/Office: **HC/CHR**	Number of engagements: **2**		Number of retirees: **1**			
Denmark	M	11/07/1997	15/08/1997	Short-term	Recruitment Officer	P-4
Denmark	M	25/08/1997	05/09/1997	Short-term	Recruitment Officer	P-3
Department/Office: **ICTR**	Number of engagements: **3**		Number of retirees: **1**			
Uganda	M	26/05/1997	25/08/1997	Consultant	Clerk	$2,290
Uganda	M	26/08/1997	25/09/1997	Consultant	Clerk	$763
Uganda	M	05/12/1997	04/03/1998	Consultant	Clerk	$2,993
Department/Office: **ITC**	Number of engagements: **6**		Number of retirees: **4**			
Canada	F	24/03/1997	02/05/1997	Short-term	Secretary	G-5
Canada	F	30/06/1997	01/08/1997	Short-term	Other	G-5
France	F	06/01/1997	24/01/1997	Short-term	Budget Assistant	G-6
France	F	08/12/1997	19/12/1997	Short-term	Other	G-6
India	M	23/06/1997	30/11/1997	Short-term	Travel Assistant	G-6
India	M	12/07/1997	11/07/1998	Fixed-term	Other	L-5
Department/Office: **OCHA**	Number of engagements: **6**		Number of retirees: **4**			
France	F	06/01/1997	05/02/1997	Ind.Contractor	Other	$5,752
France	F	18/02/1997	19/03/1997	Ind.Contractor	Other	$2,889
Germany	M	01/05/1997	31/07/1997	Short-term	Humanitarian Affairs Officer	P-3
Germany	M	01/08/1997	31/12/1997	Fixed-term	Humanitarian Affairs Officer	L-3
Philippines	F	23/06/1997	22/07/1997	Short-term	Secretary	G4A

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office OCHA		Number of engagements	6	Number of retirees	4	
Spain	M	04/02/1997	03/03/1997	Short-term	Recruitment Officer	P-3
Department/Office OLA		Number of engagements	3	Number of retirees	2	
France	F	17/11/1997	09/01/1998	Ind Contractor	Other	$1,500
France	F	17/11/1997	09/01/1998	Ind Contractor	Other	$3,750
United States of America	M	13/03/1997	15/12/1997	Fixed-term	Director	D-2
Department/Office UNCHS		Number of engagements	1	Number of retirees	1	
Canada	M	15/10/1997	31/12/1997	Fixed-term	Executive Director	ASG
Department/Office UNCTAD		Number of engagements	16	Number of retirees	9	
Bolivia	M	03/01/1997	28/02/1997	Consultant	Other	$6,000
Chile	M	14/02/1997	15/05/1997	Consultant	Adviser	$6,000
Chile	M	23/07/1997	01/09/1997	Consultant	Adviser	$5,000
Chile	M	20/08/1997	30/11/1997	Consultant	Other	$12,750
France	M	01/11/1997	31/12/1997	Consultant	Other	$13,000
India	F	01/12/1997	28/02/1998	Fixed-term	Expert	L-4
Ireland	M	15/12/1997	15/02/1998	Consultant	Legal officer	$16,000
Israel	F	01/02/1997	28/02/1997	Consultant	Other	$4,400
Israel	F	03/03/1997	30/04/1997	Consultant	Other	$8,800
Israel	F	16/06/1997	15/07/1997	Consultant	Other	$4,400
United States of America	M	27/01/1997	07/02/1997	Consultant	Other	$4,500
United States of America	M	01/04/1997	30/04/1997	Consultant	Other	$3,000
United States of America	M	15/05/1997	15/11/1997	Consultant	Other	$9,000
United States of America	M	20/05/1997	06/06/1997	Consultant	Other	$6,000
United States of America	M	13/09/1997	16/09/1997	Consultant	Other	$0
United States of America	M	14/09/1997	15/09/1997	Consultant	Other	$0
Department/Office UNFCCC		Number of engagements	2	Number of retirees	2	
United Kingdom	M			Consultant	Other	$11,000
United Kingdom	M	01/04/1997	30/04/1997	Ind Contractor	Other	$7,000
Department/Office UNJSPF		Number of engagements	2	Number of retirees	1	
United States of America	M	01/04/1997	31/05/1997	Short-term	Administrative Officer	P-4
United States of America	M	01/10/1997	17/10/1997	Short-term	Chief	P-4

Nationality	Gender	Effective Date	Expiry Date	Engagemt. Type	Functional Title	Pay or Grade
Department/Office: UNOG		Number of engagements: 100		Number of retirees: 85		
Argentina	F	03/03/1997	27/03/1997	Short-term	Reviser	R-2
Argentina	F	14/07/1997	10/09/1997	Short-term	Reviser	R-2
Argentina	F	20/10/1997	05/12/1997	Short-term	Reviser	R-2
Canada	M	17/03/1997	31/12/1997	When act.emp	Interpreter	I-1
China	M	01/04/1997	30/04/1997	Short-term	Reviser	R-3
China	M	07/07/1997	18/07/1997	Short-term	Reviser	R-3
China	F	21/07/1997	31/08/1997	Short-term	Reviser	R-3
China	M	21/07/1997	08/08/1997	Short-term	Reviser	R-3
China	M	11/08/1997	29/08/1997	Short-term	Reviser	R-3
Cyprus	M	02/01/1997	31/12/1997	Consultant	Financial Advisor	$12,000
Denmark	M	03/03/1997	30/04/1997	Short-term	Administrative Officer	P-3
Egypt	M	10/03/1997	28/03/1997	Short-term	Translator	T-4
Egypt	F	10/03/1997	31/12/1997	When act.emp	Interpreter	I-1
Egypt	F	17/03/1997	31/12/1997	When act.emp	Interpreter	I-1
Egypt	M	02/06/1997	18/07/1997	Short-term	Reviser	R-3
Egypt	M	07/07/1997	28/07/1997	Short-term	Reviser	R-3
Egypt	M	06/10/1997	28/11/1997	Short-term	Reviser	R-3
Egypt	M	20/10/1997	31/12/1997	When act.emp	Interpreter	I-1
France	F	03/03/1997	27/03/1997	Short-term	Text Processing Clerk	G-3
France	F	01/04/1997	25/04/1997	Short-term	Reviser	R-3
France	F	01/04/1997	18/04/1997	Short-term	Terminologist	R-3
France	M	01/04/1997	30/04/1997	Short-term	Reviser	R-3
France	M	01/04/1997	30/04/1997	Short-term	Reviser	R-3
France	M	14/04/1997	30/04/1997	Short-term	Reviser	R-3
France	F	12/05/1997	30/06/1997	Short-term	Secretary	G-5
France	M	12/05/1997	13/06/1997	Short-term	Reviser	R-3
France	F	15/06/1997	18/07/1997	Short-term	Reviser	R-3
France	F	16/06/1997	18/07/1997	Short-term	Reviser	R-3
France	F	16/06/1997	20/06/1997	Short-term	Editor	T-3
France	F	30/06/1997	18/07/1997	Short-term	Reviser	R-3
France	M	30/06/1997	08/08/1997	Short-term	Reviser	R-3
France	M	07/07/1997	01/08/1997	Short-term	Reviser	R-3
France	F	28/07/1997	29/08/1997	Short-term	Reviser	R-3
France	M	28/07/1997	29/08/1997	Short-term	Reviser	R-3
France	F	28/07/1997	15/08/1997	Short-term	Reviser	R-3
France	F	04/08/1997	05/09/1997	Short-term	Translator	T-4
France	M	11/08/1997	20/08/1997	Short-term	Reviser	R-3
France	F	25/08/1997	26/09/1997	Short-term	Text Processing Clerk	G-3
France	F	01/09/1997	26/09/1997	Short-term	Text Processing Clerk	G-3
France	M	15/09/1997	03/10/1997	Short-term	Reviser	R-3
France	M	13/10/1997	07/11/1997	Short-term	Reviser	R-3
France	M	20/10/1997	21/11/1997	Short-term	Reviser	R-3
France	M	03/11/1997	21/11/1997	Short-term	Reviser	R-3
France	M	10/11/1997	19/12/1997	Short-term	Reviser	R-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: UNOG		Number of engagements	100	Number of retirees	65	
France	M	24/11/1997	19/12/1997	Short-term	Reviser	R-3
Greece	F	01/07/1997	31/08/1997	Short-term	Administrative Clerk	G-6
Ireland	M	10/03/1997	18/04/1997	Short-term	Reviser	R-3
Ireland	M	28/04/1997	06/06/1997	Short-term	Reviser	R-3
Ireland	M	30/06/1997	25/07/1997	Short-term	Reviser	R-3
Ireland	F	10/07/1997	18/07/1997	Short-term	Secretary	G-5
Ireland	M	04/08/1997	22/08/1997	Short-term	Reviser	R-3
Ireland	F	21/08/1997	28/08/1997	Short-term	Secretary	G-4
Ireland	F	15/09/1997	05/10/1997	Short-term	Secretary	G-4
Ireland	M	10/11/1997	21/11/1997	Short-term	Reviser	R-3
Netherlands	F	12/05/1997	30/06/1997	Short-term	Secretary	G-5
Peru	M	01/03/1997	27/03/1997	Short-term	Other	R-3
Peru	M	23/06/1997	15/08/1997	Short-term	Reviser	R-3
Russian Federation	M	30/03/1997	18/04/1997	Short-term	Reviser	R-3
Russian Federation	M	19/04/1997	02/05/1997	Short-term	Reviser	R-3
Russian Federation	M	16/07/1997	06/08/1997	Short-term	Other	R-3
Russian Federation	M	01/12/1997	19/12/1997	Short-term	Other	R-3
Spain	M	01/03/1997	21/03/1997	Short-term	Other	R-3
Spain	M	03/03/1997	27/03/1997	Short-term	Other	R-2
Spain	M	01/04/1997	30/04/1997	Short-term	Reviser	R-3
Spain	M	14/04/1997	02/05/1997	Short-term	Reviser	R-3
Spain	M	21/04/1997	09/05/1997	Short-term	Reviser	R-2
Spain	M	20/05/1997	18/07/1997	Short-term	Reviser	R-3
Spain	M	26/05/1997	27/06/1997	Short-term	Reviser	R-3
Spain	M	30/06/1997	16/08/1997	Short-term	Reviser	R-3
Spain	M	15/09/1997	03/10/1997	Short-term	Reviser	R-3
Spain	M	06/10/1997	19/12/1997	Short-term	Reviser	R-3
Spain	M	23/11/1997	19/12/1997	Short-term	Reviser	R-3
Spain	M	01/12/1997	19/12/1997	Short-term	Reviser	R-3
Sri Lanka	M	25/09/1997	27/02/1998	Ind Contractor	Other	$1,400
Sudan	M	14/07/1997	15/08/1997	Short-term	Translator	R-2
Switzerland	F	03/02/1997	27/03/1997	Short-term	Text Processing Clerk	G-3
Switzerland	F	03/03/1997	16/05/1997	Short-term	Conference Clerk	G-5
Switzerland	M	14/04/1997	30/04/1997	Short-term	Reviser	R-3
Switzerland	M	14/07/1997	29/08/1997	Short-term	Other	R-3
Switzerland	M	25/08/1997	29/08/1997	Short-term	Reviser	R-3
Switzerland	M	15/09/1997	10/10/1997	Short-term	Reviser	R-3
Switzerland	M	20/10/1997	21/11/1997	Short-term	Reviser	R-3
Switzerland	M	17/11/1997	19/12/1997	Short-term	Other	R-3
Syrian Arab Republic	M	15/09/1997	17/10/1997	Short-term	Translator	T-4
United Kingdom	M	12/02/1997	14/02/1997	Ind Contractor	Other	$900
United Kingdom	F	10/03/1997	27/03/1997	Short-term	Translator	T-4
United Kingdom	M	01/04/1997	25/04/1997	Short-term	Reviser	R-3
United Kingdom	M	12/05/1997	18/07/1997	Short-term	Reviser	R-3
United Kingdom	F	16/06/1997	18/07/1997	Short-term	Translator	T-4

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office UNOG		Number of engagements	100	Number of retirees	65	
United Kingdom	F	21/07/1997	25/07/1997	Short-term	Secretary	G-5
United Kingdom	F	04/08/1997	29/08/1997	Short-term	Reviser	R-3
United Kingdom	F	06/09/1997	30/10/1997	Ind Contractor	Editor	$5,500
United Kingdom	F	13/10/1997	07/11/1997	Short-term	Translator	T-4
United Kingdom	M	20/10/1997	14/11/1997	Short-term	Reviser	R-3
United Kingdom	M	10/11/1997	05/12/1997	Short-term	Reviser	R-3
United Kingdom	M	17/11/1997	05/12/1997	Short-term	Reviser	R-3
United Kingdom	M	03/12/1997	06/12/1997	Ind Contractor	Other	$600
United States of America	M	02/06/1997	30/06/1997	Short-term	Reviser	R-3
United States of America	M	07/07/1997	10/09/1997	Short-term	Reviser	R-3
United States of America	M	25/11/1997	31/01/1998	Ind Contractor	Other	$3,000
Department/Office UNOV		Number of engagements	8	Number of retirees	5	
Hungary	M	24/03/1997	24/09/1997	Consultant	Other	$12,000
Hungary	M	10/10/1997	22/10/1997	Consultant	Other	$2,400
Hungary	M	30/10/1997	31/12/1997	Consultant	Other	$4,000
Japan	M	01/09/1997	28/02/1998	Consultant	Other	$16,000
Poland	F	01/10/1997	31/12/1997	Consultant	Other	$15,000
Sweden	M	15/10/1997	31/12/1997	Consultant	Other	$0
United States of America	M	12/11/1997	04/12/1997	Consultant	Other	$8,000
United States of America	M	12/12/1997	20/12/1997	Consultant	Other	$2,800

Total number of engagements 1997 **454** Total number of retirees 1997 **304**

* *The baseline number of persons engaged for the biennium (328) is less that the sum of the totals for 1996 and 1997 (493) because retirees who were engaged in both years are only counted once in the total for the biennium.*